

# WORK BASED ASSESSMENTS

FOR NEURODIVERGENT ADULTS IN WORK  
OR SELF EMPLOYMENT

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Building the future of work  
with neurodiversity in mind

# Work based assessments



## Empowering employees to thrive

A work-based assessment identifies the unique challenges an employee may face in their role, particularly for neurodivergent or disabled individuals.

## Improve Performance and Productivity

When employees have the right adjustments in place, they are more likely to perform at their best.

This not only benefits the individual but also boosts team dynamics and overall workplace efficiency.

## Meet Legal Obligations

Under the Equality Act 2010, employers are required to make reasonable adjustments for employees with disabilities or neurodivergent conditions.

A work-based assessment provides a clear pathway to meeting these obligations confidently.

## Who is involved?

**Employers & Managers:** Participate in discussions and support implementation of recommendations.

**Employees:** Engage in the assessment process and apply suggested strategies.

**Assessors:** Experienced professionals specialising in neurodiversity and disability inclusion

## What is involved?

**Confidential Discussions:** Open conversations to understand specific challenges.

**Tailored Recommendations:** Customised strategies to address identified issues.

**Collaborative Working:** Building trust and communication within teams to achieve success.

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## What is a work based assessment

A work-based assessment is a structured evaluation aimed at identifying challenges within the workplace that may affect an employee's performance.

It focuses on understanding individual needs, particularly for neurodivergent and disabled employees, to recommend tailored support strategies.

Implementing work-based assessments fosters an inclusive environment where all employees can thrive.

For employers, it enhances productivity and morale.

For employees, it ensures their needs are met, leading to greater job satisfaction.

For self-employed individuals, it helps identify personal work challenges and effective solutions.

### How does it work?

We arrange an initial meeting with manager to discuss the current situation and any performance concerns.

A short Introduction with the employee to explain the assessment process and address any questions.

An in depth 1:1 assessment session conducted either online or face-to-face, focusing on specific workplace challenges.

Within 10 days we generate a report providing recommended support strategies.

Finally we offer a review meeting collaborating with both manager and employee to discuss the report and plan implementation of strategies



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